

Loren Warboys joined the Youth Law Center's staff in 1979, shortly after the organization was formed. He spent most of his legal career with the Center, as a Staff Attorney for sixteen years and Managing Director for five. His immense legal talent, quiet intelligence and leadership helped to steer every aspect of the Center's growth and development over twenty-one years.



In January 1999, Loren was diagnosed with acute myelogenous leukemia and in December, after a valiant struggle, he succumbed to the disease. His obituary in the *San Francisco Chronicle* aptly stated, "Throughout his 49 years, Mr. Warboys managed to pack what seemed to admirers and friends to be several lifetimes' worth of victories and crusades, always rooting for those less fortunate than himself." Loren was well known and respected throughout the country for his expertise and dedication to disadvantaged children, particularly in the areas of special education and the rights of the disabled.

Our loss is immeasurable. Those of us who were fortunate enough to know and work with Loren will miss him greatly as a gifted lawyer, an immensely respected leader, and a caring friend. His memory will inspire us to continue the work to which he was so devoted.

To honor his life and accomplishments, the Youth Law Center and Loren's wife, Susan Bloom, have established the Loren Warboys Memorial Fund, which will be used to help promising young law students who wish to pursue a career in the public interest.

With love and gratitude we dedicate this annual report to Loren.

Loren M. Warboys

1950-1999

Please see the following pages for more information on Loren's life and accomplishments.

BIOGRAPHICAL NOTES: LOREN WARBOYS

Loren Warboys devoted his legal career to protecting the rights of children with disabilities, particularly those in the juvenile justice system. After graduating from Harvard Law School, cum laude, in 1975, he began his work as Director of the Genesee Valley Chapter of the New York Civil Liberties Union. In that capacity, he came face-to-face with many of the problems experienced by children with disabilities at school and in the community. In 1979, he joined the Youth Law Center, a national public interest law firm, dedicated to representing children in the juvenile justice and child welfare systems.

In his two decades with the Youth Law Center, Loren initiated groundbreaking litigation in the fields of juvenile justice, special education, and mental health. He was lead attorney in *Willie M. v. Hunt*, establishing the right of children in North Carolina to adequate, community based mental health treatment. He was co-counsel in *Milonas v. Williams*, which found that private facilities housing children under the supervision of state agencies are subject to constitutional requirements. Loren was also lead counsel in *Nick O. v. Terhune*, which resulted in a major restructuring of special education services at the California Youth Authority. He participated as counsel, as *amicus curiae*, or as a behind the scenes consultant in many other cases involving the treatment of children in institutional care, particularly children with disabilities.

Loren's work on behalf of children with disabilities in the juvenile justice system extended far beyond the courtroom walls. He was a tireless legislative advocate, participating on an ongoing basis in policy discussions about federal and state statutes and regulations. He was always available as a resource person to Congressional and other legislative staff, and was deeply involved in discussions over the 1997 IDEA Amendments. He also helped countless families and advocates for children with disabilities to understand the law and how it applied in particular situations. He wrote extensively on the interplay between special education law and the juvenile justice system, producing a large body of articles, monographs and training materials. Loren also spoke frequently at conferences and workshops for juvenile justice and education professionals, and headed several projects providing interagency training on special education issues.

Loren's work on behalf of children with disabilities in the juvenile justice system demonstrated both an understanding of what is, and a vision of what may be achieved. He embraced every opportunity to educate juvenile justice professionals about special education law, and continually worked with educators in the juvenile justice system for better services to children with disabilities. His commitment and compassion stand as a monument to the fact that one person can truly make a difference. Loren's work has resulted in lasting improvements to special education systems, and the provision of much needed services to many thousands of children with disabilities in the juvenile justice system.

LOREN WARBOYS: SELECTED PUBLICATIONS

Warboys, L.M. & Shauffer, C.B. (1986). Legal issues in providing special educational services to handicapped inmates, *Remedial and Special Education*, 7(3), 34-40.

Soler M. & Warboys, L. (1990). Services for violent and severely disturbed children: the *Willie M.* litigation. Chapter 2 in S. Dicker (Ed.) *Stepping Stones: Successful Advocacy for Children*. New York: The Foundation for Child Development.

Warboys, L. & Shauffer, C. (1990). Protecting the rights of troubled and troubling youth. In P.E. Leone (Ed.) *Understanding Troubled and Troubling Youth*. Newbury Park, CA. Sage Publications.

Warboys, L., Burrell, S., Peters, C., & Ramiu, M. (1994). *California Juvenile Court Special Education Manual*. San Francisco, CA: Youth Law Center.

LOREN WARBOYS: SELECTED LITIGATION

Bull v. California Youth Authority, No. 840052 (Cal. Super. Ct.), taxpayer action challenging state agency's failure to enforce standards regarding detention of juveniles in adult jails.

Doe v. Burwell, No. C-1-81-415 (S.D. Ohio) (consent decree), class action challenging detention of juveniles in adult jail facility.

Gary H. v. Hegstrom, 831 F. 2d 430 (9th Cir. 1987), class action challenging conditions and practices in state training school.

Hunt v. County of Los Angeles, No. C-54783 (Cal. Super. Ct.), taxpayer action challenging confinement of juveniles in adult lock-up facility.

Melvin C. v. Shilling, No. HAR 91-497 (D. Md.), class action challenging state of Maryland's failure to provide special education services to persons under the age of 22 in state prisons.

Milonas v. Williams, No. C-78-03252 (D. Utah, August 25, 1980), *aff'd.*, 691 F. 2d 931 (10th Cir. 1982) *cert. denied*, 460 U. S. 1069 (1983), class action challenging conditions at private juvenile facility.

Robert K. v. Bell, No. 83-287-0 (D.S.C.) (consent decree), class action challenging conditions at juvenile mental health facility.

Nick O. v. Terhune, No. 89-0755 RAR-JFM (E.D. Cal.) (stipulated judgment), class action challenging California youth Authority's failure to provide special education and related services to youth with disabilities.

Schall v. Martin, 104 S. Ct .2403 (1984), *amicus* brief in support of challenge to New York State juvenile detention statute.

Willie M. v. Hunt, No. CV-79-0294 (W.D.N.C.) (consent decree), class action challenging the state of North Carolina's failure to provide adequate community-based treatment facilities for children labeled "violent" or "aggressive."

E.R. v. McDonnell, Civ. Action No. 94-N-2816 (D. Colo., Dec. 1994), class action challenging conditions at juvenile detention centers.

LITIGATION UPDATE

Over the past twenty-two years Youth Law Center staff have gained enormous expertise in the legal requirements of caring for children placed out of home. When we receive reports of abuse or neglect in a child welfare or juvenile justice system, our first response is to attempt to establish a dialogue with the institution, offering technical assistance and training to help them improve their services. Often the systems take advantage of our help and we work cooperatively to improve conditions for children. However, some systems remain intractable and refuse to comply with the law. We use litigation selectively and as a last resort to address situations where children are in danger because of abusive or neglectful conditions, or at-risk because of the lack of rehabilitation services being provided to them.

During 1999 we pursued a number of cases to protect children. In California and Florida, we are deeply concerned about several aspects of child welfare services, and have filed litigation to remedy severe abuse and neglect. We also continue to monitor child welfare and juvenile justice suits in California to assure that the progress we made in these facilities remains in place.

We are also continuing to pursue litigation in Colorado, Kentucky, and Louisiana (Tallulah and New Orleans), and have recently initiated new lawsuits over abusive conditions in California and South Dakota.

CHILD WELFARE CASES

CALIFORNIA

Mark A. v. Wilson. While the Wilson administration professed support for adoption, in reality it implemented policies that discouraged adoption by making it unnecessarily complicated and financially disadvantageous to foster families. Under those policies, a foster family that chose not to adopt was assured of foster care payments that increased as the child grew older and lasted until age 18. However, if the foster family chose to adopt it was forced to go through a complicated eligibility process to receive any assistance, and may have been denied if the family's income exceeded the statewide median even slightly and, at best, was guaranteed support payments for only two years. Because of these policies, many foster families chose not to adopt, denying children the security of permanent homes. In January 1998, charging that these policies violate federal law and block thousands of adoptions each year, the Center filed a lawsuit against the State, and the State moved to bring in the federal Department of Health and Human Services as an additional defendant. After extensive discussions, we settled the case and co-sponsored legislation to implement the settlement. The State has agreed to issue new regulations and we will continue to monitor their compliance with the terms of the settlement.

Booream v. Orange County. Child development experts agree that very young children need a primary caregiver to develop a close attachment and a means to communicate their needs. They also need to remain with consistent people, adults and children, in order to form personal attachments and develop a personal identity and sense of themselves in relation to others. However, at the Orangewood Children's Home, as many as 40 shift workers care for children living in a group, and none is assigned to care for a particular child or small group of children. As the plaintiff in this case, Dr. Curtis Booraem, stated, "In the life of a child this young every day, every hour is significant. Institutionalization is causing damage that will literally take years to assess and may never be remedied." To challenge this practice, in August 1998 the Center filed a lawsuit, alleging that these young children are suffering severe and permanent harm because they are housed in Orangewood for weeks, and sometimes months, instead of being quickly placed in foster homes or with relatives. As a result of the suit, the County has modified its practices and now (with the exception of a very few children who are part of a sibling group or who have special needs) immediately places children under six in

foster family homes instead of at the Orangewood Shelter. In addition, the State has addressed the fact that transitional shelters for children were unlicensed facilities by issuing draft regulations governing their operation. We are in the process of negotiating a settlement of this lawsuit.

FLORIDA

Ward v. Kearney. Over several years children's advocates in Florida became increasingly concerned over disturbing reports of widespread abuse and neglect in Broward County's foster care system, which is responsible for over 1,000 children. Reports of abuse included a 12-year-old girl who was gang raped in an overcrowded foster home, a nine-year-old boy who was sexually assaulted in a foster home by another foster child with a known history of sexual abuse, a six-year-old boy who was forced to perform oral sex on a 16 year old living in the same foster home, and a one year old who was in ten foster home placements in five months. After unsuccessful attempts to negotiate change with Florida's Department of Children and Families, the Center filed a federal class action lawsuit, alleging that Broward's foster homes, shelters and other residential facilities are overcrowded and children are not screened to determine if they present a risk to other children. It also challenged the fact that Broward's foster care workers have caseloads that average several times the nationally recommended standard, and turnover among foster care workers has been as high 80% during one recent twelve-month period. We are co-counseling this case with YLC board members Howard Talenfeld of Colodny, Fass & Talenfeld, and Michael Dale, Professor of Law at Nova University Law School. The case has received wide press coverage and brought much needed attention to these problems. After extensive negotiation, we settled this case in September 1999. In January 2000, the Governor of Florida signed off on the settlement, which will bring about a complete overhaul of the foster care system based on principles of good practice and cooperation between plaintiffs and defendants and will assure the safety and healthy development of foster children. We are hoping to link Florida with other national initiatives in which we have been closely involved for the improvement of foster care services.

JUVENILE JUSTICE CASES

LOUISIANA

Brian B. v. Stalder. In July 1998, the New York Times ran an article describing conditions at the Tallulah Correction Center for Youth, including accounts of beatings of youth by guards, meals so meager that many boys lost weight, clothing so scarce that boys fought over shirts and shoes, uncertified teachers providing as little as an hour a day of schooling, and a psychiatrist available only one day a week for 620 youth, up to one-fourth of whom were mentally ill or developmentally disabled. Youth Law Center staff and the Chicago law firm of Mayer, Brown & Platt are serving as consultants to the Juvenile Justice Project of Louisiana, which filed a federal civil rights class action suit over conditions at Tallulah, and the U. S. Department of Justice, Civil Rights Division, which has filed a separate lawsuit against the state over conditions in the facility. The education issues in this lawsuit have now been settled, and for the first time children in all of the state juvenile correctional facilities will receive full days of schooling, and children with educational disabilities will receive the special education to which they are entitled under federal law. The parties are proceeding with negotiations on the remaining issues.

Doe v. Foti. Conditions for juveniles at the Conchetta Facility, Orleans Parish Prison in New Orleans were deplorable upon our first inspection. The facility offered an inadequate educational program, consisting of two hours of education per week for about one-third of the population, and no education at all for the other two-thirds, and there was a complete lack of special education services. Juveniles were not provided with adequate personal supplies such as pillows, bed sheets, deodorant, underwear and seasonally appropriate clothing, and food service and transport were inadequate and unsanitary. The ventilation, heating, and cooling systems were inadequate; staff were not properly trained or supervised; disciplinary practices

were abusive; and young wards did not receive appropriate medical, dental or mental health services. In response the Youth Law Center filed a civil rights class action lawsuit, which was settled in 1997 on the first day of trial. The settlement brought about sweeping changes in the system, reducing the population by one-half and bringing about improvements in classroom size and student-teacher ratios to provide adequate education services. In addition, defendants agreed to build a gymnasium, increase visitation, increase the amount of food provided, and implement a new classification system. Following the settlement, defendants moved all young wards to the South White facility, which we inspected and found acceptable. The only remaining outstanding issue in this case is the provision of mental health services, and we expect to conclude negotiations and reach a final settlement in 2000.

CALIFORNIA

Nick O. v. Terhune. When this federal class action was filed in 1988 The California Youth Authority was identifying only 7% of incoming wards as eligible for special education services, a rate far below children in the general public. As a result, children who were unable to keep up with regular classes went without any education at all. The suit was settled in 1990 when defendants agreed to ensure that all class members would be provided with a free appropriate public education, including special education and related services, in the least restrictive environment. CYA subsequently hired approximately 100 new teachers and educational administrators, and greatly improved screening procedures for entering wards. However, because of ongoing concerns about compliance with the terms of the settlement, particularly the provision of special education services to youth in lockdown units, we continue to closely monitor the terms of settlement. Our court-ordered monitoring period has been extended until June 30, 2000.

Shaw v. San Francisco. This lawsuit, which challenged overcrowding and various other illegal policies, practices and conditions of confinement at the San Francisco Juvenile Hall (Youth Guidance Center), was settled in 1993. For the next six years, Center staff monitored compliance with the terms of settlement, finding many deficiencies, particularly with disciplinary procedures, that necessitated several extensions of the monitoring period. Finally, in early 1999, we concluded our monitoring activities and dismissed this case.

Morris v. Harper. “Perhaps no adolescent population has greater health and mental health needs than the youth in juvenile justice institutions. Thus, it is especially disturbing that Youth Authority fails to assure that its inpatient services to these youth meet even the minimum licensing standards imposed by State law,” declared our plaintiff in this case, Robert Morris, a professor of pediatrics at UCLA who has supervised treatment of youth in Los Angeles County’s probation facilities. This suit, filed in May 2000, against Acting Youth Authority Director Jerry Harper, charges that the California Youth Authority is treating youth with medical and mental health problems in unlicensed medical facilities that fail to meet state established standards of care. The Youth Authority’s own research shows that 44% of males and 61% of females entering the Youth Authority have psychological test scores indicating problems in at least one mental health area, and that between 10 and 20% have scores that indicate significant mental health problems. The lawsuit alleges that staff without medical or mental health training provide counseling and nursing service to youth in CYA’s treatment units. Youth Authority’s own Health Care Services Division Master Plan 1997-2002, describes a health care system lacking sufficient physicians and nurses, efficient data systems, staff training and appropriate facilities and equipment. We hope by this case to remedy the fact that wards with serious mental health and medical needs are being deprived of services they need and to which they are legally entitled.

COLORADO

E.R. v. McDonnell. After years of progressively severe overcrowding at the Phillip B. Gilliam Youth Services Center in Denver, the Center filed a lawsuit in December 1995. The facility had held as many as 195 children in a building with a design capacity of 78; as many as five children were routinely housed in rooms designed for one, and as many as seven children in rooms slightly larger. Such intense overcrowding brings about many other problems,

which were addressed in our complaint: inadequate safety, health, sanitation, educational and special education services, lack of exercise and recreation, deficient medical and mental health services, abusive disciplinary practices, lack of an effective system for classifying and placing juveniles, and untrained or poorly trained staff. We settled the suit in 1996 when defendants agreed to address many of the critical, long-standing problems at Gilliam. The settlement called for a population cap of 78, prohibited the detention of status offenders and abused and neglected children, implemented a classification scheme to meet individualized housing needs, and improved staffing ratios. It also required that children be provided with beds off the floor, that they be allowed to make telephone calls to and consult privately with their attorneys, and that they be given access to an improved library. Medical and mental health staffing were improved, monitoring of youth on suicide status will occur more frequently, and the education program has been completely organized and greatly improved. We are pleased to report that defendants have achieved substantial compliance with our settlement agreement, which has been extended by court order until September 30, 2001.

KENTUCKY

Doe v. Younger (formerly Doe v. Knauf). The Kenton County Detention Center in Covington, Kentucky, confined both juveniles and adults on the eighth floor of the facility, which was not designed to house juveniles. Detention center staff were not trained to deal with nor counsel juveniles, and young wards were not provided with regular medical or mental health services, education, recreation or programming. YLC inspections also found problems with the fire safety system, which was not in compliance with federal law and left young wards in potential danger. The Center filed a lawsuit that went to trial in April 1996. When it issued a decision in July 1996, the court described the facility as stark and prison like and the judge commented that he had toured federal penitentiaries that were less foreboding. The court's decision increased the staff ratio and ensured that juveniles will be provided with one hour of physical exercise every day. With regard to educational issues, the court separated these from the rest of the case and heard them in October 1997. At that time the court ruled the facility unconstitutional and ordered it closed. The state constructed a new regional detention facility with dramatically improved services, to which it transferred all youth from the Kenton County Detention Center in 1999. The state consulted with YLC staff regarding the design of educational services at the new facility and we are confident that youth will benefit greatly from the new center. We have concluded this lawsuit.

James v. Patton. As part of an overall strategy to improve the juvenile justice system in Kentucky, the Youth Law Center joined this suit in 1993 as a companion to the above case, *Doe v. Knauf*. The case involves two separate facilities in Kentucky. When this suit was filed, approximately sixty children were being held in an adult jail. During the course of the case, the county constructed a juvenile facility to house those detainees. While the physical facility was improved, personnel continued to operate under unconstitutional policies and procedures that included only two staff to manage the facility at any one time (resulting in abusive practices such as the frequent use of pepper spray for routine behavior problems), lack of adequate psychological care, insufficient living space to provide for proper classification among juveniles, no recreational or rehabilitative programming for girls and insufficient educational programming for all wards. The second facility held twelve children who were co-located with adult inmates. The facility had no classroom and offered no outdoor recreation, provided no education, and only had two staff members to cover two twelve-hour shifts. Again because of inadequate staff, the use of stun guns and restraint chairs was common and decisions to use these methods were made by staff untrained in handling and controlling juveniles. Perhaps most disturbing was the fact that when a ward was restrained, a nurse injected sedatives without consultation with qualified medical personnel. Upon completion of discovery, defendants offered to settle the case and we engaged in extensive negotiations. We expected to conclude this case during the past year; however, the Department of Justice, pursuant to the Civil Rights of Institutionalized Persons Act (CRIPA), brought suit against one of the facilities in 1999 and we are now working in tandem with them to finalize a settlement that provides for safe and adequate services and conditions.

SOUTH DAKOTA

Christina A. v. Bloomberg. In July 1999, Gina Score, 14, died after a forced run at the Girls Boot Camp at the Plankinton, South Dakota facility. Her attorney, Rick Johnson, noted, “The Score case is the tip of the iceberg. The policies and practices [at Plankinton] are cruel, punitive, and shocking.” The practices investigated by the Youth Law Center include male staff stripping girls to their underwear or completely naked and putting them spread-eagled in four-point restraints, locking boys and girls in isolation cells for as many as 23 hours a day for weeks and sometimes months at a time, and censoring all mail that children send to their families for “negative comments.” Many of the children incarcerated at Plankinton are designated as CHINS (Children in Need of Supervision), and have not committed crimes; they are there for “status” offenses, such as truancy, curfew violation, and running away from home. To put an end to abusive and inhumane practices, in February 2000, the Youth Law Center, working with the firm of Johnson, Eklund, Nicholson, Peterson & Fox, filed a civil rights class action lawsuit in federal court against Jeff Bloomberg, Secretary of the South Dakota Department of Corrections, and Owen Spurrell, Superintendent of the State Training School. The suit seeks a court-ordered injunction prohibiting the abusive practices and requiring state officials to provide children incarcerated at the facility with adequate medical and mental health care, and special education for disabled children. We are also working with “Parents Who Care,” a coalition formed by a group of parents to protest the mistreatment of their children and to advocate for changes in Department of Corrections procedures. We will actively litigate this case over the coming year.

CHILD WELFARE PROJECTS

Children emancipating from foster care at age 18 illustrate the unfortunate results of our foster care system today: one-third of them have untreated medical or mental health problems; one-third have not graduated from high school; only 17% (as compared to 54% of children in the general public) enroll in college; up to 38% of the homeless population in urban areas consists of former foster children; and former foster children have increased incidence of alcohol and substance abuse, unemployment, and criminal behavior. It is clear that spending time in foster care, where they experience chaos, rootlessness and instability, greatly diminishes these children's prospects for the future.

The Youth Law Center's work in foster care has two primary goals to further the safety and well-being of foster children: to ensure that they are placed in permanent homes at the earliest possible opportunity, and to make certain that they receive the care and services they need to grow to healthy adulthood. To further those goals, the Center, working in concert with other advocates and supporters, has devised a number of projects to address some of the most pressing problems facing foster children.

HOMES AND COMMUNITIES FOR FOSTER CHILDREN

Kinship Adoption. Many foster children are placed in the care of relatives and stay in long-term care, rather than being adopted into permanent homes. Research has indicated that many relative caregivers are unaware of the benefits of adoption, both to themselves and the child. For example, kinship caregivers are ill-informed about their eligibility for government programs that can support adoption assistance payments. The fact that adoption "liberates" a family and child from the care of the state is also not well understood. Over the past three years the Youth Law Center has pursued a national project to encourage kinship adoption. We have worked with child welfare professionals, foster parents, clergy, advocates and relative care providers to explore the barriers to adoption by relatives, and to provide public education and training on the benefits of adoption. In Los Angeles County, the effectiveness of the program has been documented by the substantial increase in the number of adoptions in the past year. This project, completed in 1999, was supported by grants from the Stuart Foundation, the Annie E. Casey Foundation, and the David and Lucile Packard Foundation.

Family to Family. Community-Based Foster Care. In 1990 the Youth Law Center filed a lawsuit over inadequate treatment and monitoring of children in Los Angeles County's foster care system. Settlement of the lawsuit precipitated sweeping improvements in the system and included our participation in the development of an innovative pilot program for community-based child welfare services. The goal of the program is to ensure that children who enter foster care are placed within their own communities to enable them to remain in their schools and maintain contact with siblings, friends and relatives. We continue to work with the Los Angeles Department of Children and Family Services, foster parents, group home providers and others to strengthen this program and expand its benefits to other regions. The project was initially funded by the James Irvine Foundation and the Edna McConnell Clark Foundation. Three years ago, on the basis of this pilot, the Annie E. Casey Foundation brought its Family to Family Initiative to Los Angeles County. We are working with the Casey Foundation to assist the county in adopting a county-wide, community-based approach to care.

Faith-Based Communities. In most child welfare systems the voices most likely to be heard when changes are made are those of department staff and contractors. Some counties are fortunate enough to also have the input of foster youth via the California Youth Connection or other youth groups. However, there is no community organization that does not have a financial interest in the Department that can speak on behalf of clients, their families, and their communities. To fill this gap, The Youth Law Center has begun to work with communities of faith. Places of worship represent one of the few stable organizations in many poor commu-

nities, and supporting children and families is central to their missions. Clergy and laypersons in affected communities see the impact of the child welfare systems' response to abuse and neglect on a daily basis through their interaction with client families, foster families, and children. Faith leaders, who are often the first or only persons families talk with about their interactions with the system, are in a position to anticipate problems before they come to the attention of the department, identify families that need support or can give support as mentors or foster parents, and serve as a bridge between the agency, the families, and other supporters. In concert with the Family to Family project, we are working with the Annie E. Casey Foundation to educate faith leaders about the potential of their involvement in child welfare services, and to organize and coordinate their participation.

Zero to Three. Children under the age of five are entering the foster care system at twice the rate of older children. About 20% of children entering foster care are infants, many of whom were exposed to drugs. Reports of abuse or neglect of infants and young children are more likely to be substantiated, and these children are more likely than their older counterparts to be removed from their families and placed in foster care. Once placed, younger children remain in substitute care longer and are less likely to be reunified with their biological families. As the average age of the foster care population shifts downward, child welfare policy and practices must also change to reflect the distinct developmental needs and capacities of very young children. Prevention and early intervention services must be improved to lower the number of young children who require foster care. Child welfare workers must receive training in early child development in order to better assess risk and evaluate reports of abuse. Child welfare policies should reflect the need of young children for stability and permanence. The Youth Law Center will soon launch a new multi-year project to promote developmentally appropriate child welfare services for very young children. We hope to work with other professionals to develop a means to convey information on early childhood development to child welfare professionals, foster parents and other caregivers, attorneys representing children and their parents, and judges who preside over dependency cases. We are currently seeking support for this project.

FOSTERING YOUTH ADVOCACY

Foster Youth Empowerment. In general, child welfare services are designed by social service administrators and caseworkers, with input from foster parents, group home providers, and advocates such as the Youth Law Center. Foster children may strongly disagree with some of the rules and regulations governing their care, but have had no viable opportunities to state their views or affect the development of new policies. Child welfare systems need to hear the experiences and impressions of children who have been through the system in order to better meet these children's needs. In partnership with the California Youth Connection, we initiated the Foster Youth Empowerment Project in 1998, recruiting a group of youth organizers from four Bay Area Counties: San Francisco, Santa Clara, Alameda and Contra Costa. In order to effectively advocate within the system, these youth needed training in consensus building, advocacy, speaking and presentation skills. In addition to skills building, training includes identifying all of the agencies, individuals, task forces and committees operating in their counties to oversee foster care policies and services. They also need ongoing support, technical assistance, and supervision to build upon their training and, to identify, prioritize and address issues of concern to foster youth. During the first year, youth organizers made great inroads in their counties, meeting with heads of DSS, case workers, judges and other officials, and joining a number of key task forces and committees. They worked on such issues as insensitivity of the police during removals of children from home to foster care, overburdened workloads of caseworkers, and inadequate transitional housing and services for children emancipating from foster care. The second group of youth organizers hired in October 1999, have completed training and are working with their chapters to prioritize issues in their counties. These former foster youth are not only making valuable improvements in foster care in their counties, but are gaining skills, confidence and experience that will help them to build their lives as adults. We will hire a third set of organizers in 2000 and complete the project in 2001.

The Foster Youth Empowerment Project is supported by grants from the Richard and Rhoda Goldman Fund, the Bernard and Alba Witkin Charitable Trust, Advanced Micro Devices, Transamerica Foundation, the Morris Stulsaft Foundation, the Edward Joseph Daly Foundation, Sobrato Family Foundation, Safeway Inc., Yahoo!, the law firms of Brobeck, Phleger & Harrison; Shartsis, Friese & Ginsburg; Wilson, Sonsini, Goodrich & Rosati; Rosen, Bien & Asaro; Kazan, McLain, Edises, Simon & Abrams, and many generous individuals.

“Voices of Foster Youth” Video Project. The voices of young people in the foster care system are often the most effective agents for change. They know what actually happens in the system and can speak compellingly about their own experiences, impressions and reactions. As part of the Family to Family Initiative of the Annie E. Casey Foundation, we make presentations to caseworkers, foster parents, group home providers, attorneys and advocates to inform and educate them on the principles of community-based foster care. It is ideal to have foster youth at presentations to offer their insights; however, this is not always possible. So that they can be included in all presentations, we are currently producing a video that will reflect interviews with current and former foster children discussing their experiences. The video, produced by a professional video firm in consultation with two former foster children who are Youth Law Center staff members, will be used for Family to Family presentations, as well as other venues where the voices of foster youth are relevant.

JUVENILE JUSTICE PROJECTS

Many juvenile justice systems throughout the country are overcrowded, physically deteriorated, unsanitary, and employ punitive disciplinary practices. The troubled youth who are subject to these systems need rehabilitative services - health, mental health, education and counseling. However, in many facilities youth languish in overcrowded cells for up to 23 hours a day and receive no education, counseling, exercise or other rehabilitative services. The Youth Law Center's legal staff investigates reports of abuse and inadequacies and, through a number of diverse projects, addresses them to see that youth have a better chance at finding productive pursuits when they are released.

FAIRNESS FOR MINORITIES IN THE JUVENILE JUSTICE SYSTEM

Building Blocks for Youth. Research and experience have shown that minority youth, particularly African American and Hispanic youth, are vastly over represented in juvenile justice systems across the country. Now in its second year, the Building Blocks project is a major national multi-year initiative to protect minority youth in the juvenile justice system and promote rational and effective juvenile justice policies. The "building blocks" comprising the initiative are: research on minority juveniles and the court system; analysis of decision making that results in disparate impact on minority youth; direct advocacy for minority and other youth to improve conditions of confinement and legal representation; constituency building among individuals and organizations of people of color and others working with the juvenile justice system; and communication strategies to provide timely, accurate and relevant information to these constituencies and the general public. The Building Blocks initiative is comprised of a diverse coalition of organizations, including the National Council on Crime and Delinquency, the Juvenile Law Center, Minorities in Law Enforcement, Pretrial Services Resource Center, Justice Policy Institute, Beldon, Russonello & Stewart, and Communication Works. Five major reports will be released as a part of this project; to date two have been completed: "The Color of Justice," which documents the significant racial differences that exist in the way minority youth are processed through the justice system in California; and "And Justice for Some," which reveals that youth of color experience more severe treatment than their white peers at every stage of the juvenile justice process - putting them at a "cumulative disadvantage" that has led to a devastating over-representation of minority youth in confinement across the nation. Among other findings, "And Justice for Some," shows that when white youth and minority youth were charged with the same offenses, African-American youth with no prior admissions were six times more likely to be incarcerated in public facilities than white youth with the same background. Latino youth were three times more likely to be incarcerated. Both reports have received widespread media attention and are part of our concerted campaign to provide a fair and equal justice system for our youth. Building Blocks for Youth is supported by grants from the Center on Crime, Communities and Culture of the Open Society Institute, the Rockefeller Foundation, the Annie E. Casey Foundation, Ford Foundation, Public Welfare Foundation, Walter Johnson Foundation, the Bureau of Justice Assistance, the W. T. Grant Foundation, and the Office of Juvenile Justice and Delinquency Prevention.

Exemplary Minority Youth Programs. As they review juvenile programs and institutions throughout the country, staff attorneys have observed some exemplary programs focusing on alternatives to incarceration for minority youth. YLC staff have identified a number of such programs that are controlled and operated by minority individuals, and conducted in-depth analyses to examine the reasons for their success. The goal of the project is to encourage replication of these programs by producing and nationally distributing a monograph describing the elements that make them effective and successful. Now in its third year, we began with five programs in the first year and have expanded the number to eight core programs, placing particular emphasis on programs serving females, African American and Native American youth.

As part of the project, this fall the Youth Law Center will host a conference to bring together representatives of the core programs, along with representatives of another 30 programs that have been identified as potential participants. The goal of the conference is to enable the programs to network and share information to strengthen their individual work. Funding for this project is provided by the Annie E. Casey Foundation and the Ford Foundation.

CONDITIONS OF CONFINEMENT

Overcrowding Project. Overcrowding is at the heart of many of the negative conditions in juvenile detention facilities throughout the United States. Among other problems, overcrowding results in inadequate health, mental health and educational services for the population, harsh and punitive disciplinary practices, and physical abuse by other youth. We are now beginning the fifth year of a project to reduce crowding in juvenile detention centers and correctional institutions. Together with staff from the National Juvenile Detention Association and the National Association of Juvenile Correctional Agencies, YLC project staff have worked intensively in selected jurisdictions to develop strategies to reduce crowding. As part of the project, in 1998 we published and widely distributed “Crowding in Detention Centers: A Problem Solving Manual.” This project is supported by a grant from the Office of Juvenile Justice and Delinquency Prevention.

EFFECTIVE REPRESENTATION FOR JUVENILES

Juvenile Court Training Project. In 1995, A Call for Justice, a report prepared by the ABA Juvenile Justice Center, the Juvenile Law Center and the Youth Law Center, documented juveniles’ inadequate access to counsel, as well as significant gaps in training for juvenile defenders and other juvenile court personnel. Properly trained personnel are critical to informed decision making, as well as appropriate referrals for treatment services and placements for troubled youth. Improving the knowledge, capability and effectiveness of judges, prosecutors, defense counsel and probation officers is an important priority in helping children in the juvenile justice system. As an outgrowth of our research, we are working with our report partners, the ABA Juvenile Justice Center and the Juvenile Law Center, and with Professor Michael Dale of Nova Law School, to develop a model training curriculum and materials on adolescent development and related issues for juvenile court personnel. The curriculum and materials cover characteristics of adolescent development, interviewing techniques, psychological evaluation and other mental health issues, violence prevention, education and special education, drug abuse prevention, model treatment programs, and race and cultural issues. We presented trainings in Palm Beach County, Florida and Oakland, California, and are using insights gained in the development of the curriculum for national distribution. This project is supported by a grant from the John D. and Catherine T. MacArthur Foundation.

ADVOCACY FOR EFFECTIVE JUVENILE CRIME POLICIES IN CALIFORNIA

Proposition 21, “The Wilson Initiative.” Despite the fact that juvenile crime rates have been declining for several years, politicians continue to introduce legislation that calls for harsher penalties for juveniles and waives more children to adult court and the criminal justice system. These attempts perpetuate the myth that crime is rampant and that only tough sentences decrease crime. In fact, juvenile crime in California has declined substantially for the past five years without these drastic measures. Research shows that criminality is reduced most by enabling offenders to maintain strong family ties and employment, and that prevention programs are cost effective ways to keep young people from becoming criminals. In March 2000, California considered a new initiative that called for the automatic transfer of children as young as 14 into the adult criminal system for certain offenses, and, among other provisions, increased penalties for many crimes. The Youth Law Center, working with a coalition of advocates, provided education to the public about the detrimental effect of such legislation. Staff prepared a comprehensive analysis of the provisions of Proposition 21, outlining the changes it would bring about and comparing it with existing legislation. YLC staff were interviewed by several major television and radio stations and gave press interviews that resulted in many editorials and columns opposing the initiative. While the Proposition 21 was passed by a majority of California voters, our work raised awareness of juvenile justice issues, increased public understanding of the initiative, and helped to build a constituency of organizations opposing harsher penalties for juvenile crime. This public education campaign was supported by the Alexander M. and June L. Maisin Foundation of the Jewish Community Federation’s Endowment Fund, the James and Charlene Harvey Foundation, and generous individuals.

ORGANIZATIONAL CAPACITY BUILDING

The Edna McConnell Clark Foundation has provided funding for our work in Juvenile Justice for many years. Last year the Foundation asked some of its long-term grantees with proven successes in the juvenile justice field to submit proposals for strengthening organizational capacity and integrating a youth development perspective into their work. The Center was pleased to be among six grantees to be awarded three to five year grants to analyze, evaluate and strengthen the structure and work of their organizations. With the Foundation’s support, we will develop our ability to respond proactively to juvenile justice reform, setting forth best practices and models for the proper treatment of children in juvenile facilities. We will also work to increase and regularize liaisons with young people and other juvenile justice professionals to obtain more input from them in the development of strategies to address issues impacting young offenders. This funding will also strengthen our technological ability to enhance research and communication capacities. One of the Foundations’ goals in making these grants is to strengthen linkages between the Youth Law Center and the five grantee organizations: The Council of Juvenile Correctional Administrators, Kaleidoscope, Inc., the Juvenile Law Center, the Oregon Social Learning Center, and the Vera Institute of Justice.

LEGAL SERVICES SUPPORT CENTER

The Youth Law Center, as a statewide support center receiving funding from the California IOLTA (Interest on Legal Trust Accounts) Fund, provides support services to California legal services field offices. Services available include training, technical assistance, consultation and advocacy support. Youth Law Center staff attorneys have many years of experience in children's law, particularly in relation to children in juvenile justice and child welfare systems. If your legal services field office needs assistance, please call or email one of the staff members listed below.

In addition to regular support services, we have received funding from the Equal Access Fund to provide specialized services regarding California Adoption Assistance and KinGap programs. Project Attorney Tania Bowman (tb00000@aol.com) is available to provide training and assistance on these programs.

JUVENILE JUSTICE

James Bell
Sue Burrel
Maria Ramiu

CHILD WELFARE

Carole Shauffer
Maria Ramiu
Shannan Wilber

PLEADINGS/WRITTEN MATERIALS

Mamie B. Yee

HERE'S HOW TO REACH US:

(415) 543-3379

James Bell:	sfjames@earthlink.net	ext. 3909
Robin Bishop:	rbishop@youthlawcenter.com	ext. 3913
Sue Burrell:	sburrell@youthlawcenter.com	ext/ 3911
Bonita Butler:	bbutler@youthlawcenter.com	ext. 3907
Christine Montgomery:	cmontgomery@youthlawcenter.com	ext. 3912
Maria Ramiu:	mramiu@youthlawcenter.com	ext. 3908
Carole Shauffer:	cshauffer@youthlawcenter.com	ext. 3227
Virginia Van Zandt:	vvanzandt@youthlawcenter.com	ext. 3915
Shannan Wilber:	swilber@youthlawcenter.com	ext. 3910
Mamie Yee:	myee@youthlawcenter.com	ext. 3914

(202) 637-0377

Michael Finley:	mfinley@erols.com
Marc Schindler:	mschindler.ylc@erols.com
Mark Soler:	marksoler@aol.com

Tania Bowman:	tb00000@aol.com	(888) 388-5610
Berisha Black:	berishab@yahoo.com	(626) 451-6544
Mia Thompson:	faithcommunities@aol.com	(323) 299-8624

NEW PUBLICATIONS AVAILABLE FROM THE YOUTH LAW CENTER

(for a full list of publications, please see our website, www.youthlawcenter.com)

RESOURCE BOOKLETS, MANUALS AND ARTICLES

Making Reasonable Efforts: A Permanent Home for Every Child (February 2000). An update of our earlier publication, *Making Reasonable Efforts: Steps for Keeping Families Together* (1987). “Reasonable efforts” has been one of the most hotly debated and confusing issues in the field of child welfare over the past two decades. This handbook explains what reasonable efforts are as we move out of the 1990’s. It describes both the old and the new reasonable efforts requirements in detail and outlines specific actions that should be taken by attorneys, judges and child welfare agencies to ensure that the letter and spirit of the laws are met. *Funding for this publication provided by the Edna McConnell Clark Foundation.* Copies are available from the Foundation at (212) 551-9100.

Legal Issues and Liabilities in Juvenile Confinement Facilities by Sue Burrell (November 1999). An overview providing an understanding of constitutional standards for liability - e.g., who could be sued and the kinds of issues that could render facilities liable. This publication covers liability of public officials and issues arising in institutional litigation, and cites court decisions in various lawsuits over such issues as classification, health care, access (to visitors, telephone, mail and the courts), staff programming and training, institutional environment, restraints and safety. Available from the Youth Law Center. Thirty dollars.

Special Education and the Juvenile Justice System, U. S. Department of Justice, Office of Justice Programs, *Office of Juvenile Justice and Delinquency Prevention Bulletin* (In press) by Sue Burrell and Loren Warboys. A significant proportion of youth in the juvenile justice system have education-related disabilities and are eligible for special education and related services under the federal Individuals with Disabilities Education Act (IDEA). Information about a youth’s disability might be relevant at every stage of a juvenile court case. It may help to determine whether formal delinquency proceedings should proceed or suggest important directions for investigations and case strategy. This bulletin, directed to judges, attorneys and advocates, probation officers, educators, institutional staff, mental health professions and service providers, seeks to heighten awareness of special education issues in the juvenile justice system and ensure that youth with disabilities receive the services they need. Available from the Office of Juvenile Justice and Delinquency via their website: www.ojjdp.ncjrs.org.

Improving Conditions of Confinement in Secure Juvenile Detention Centers (2000) by Sue Burrell. This is the 6th publication in the Annie E. Casey Foundation’s “Pathways to Juvenile Justice Reform” series, a part of its Juvenile Detention Alternatives Initiative. Many detained youth are held in facilities that fail to meet even minimum constitutional, statutory or professional standards of care. In such conditions, some suffer terrible physical or emotional harm. Others are subjected to institutional indignities that damage already fragile self-images and that obliterate any lingering belief in fair treatment by the justice system. This publication is an outgrowth of the Youth Law Center’s participation as technical assistance provider to the Juvenile Detention Alternatives Initiative over a period of five years. It reflects research in the area of conditions of confinement and overcrowding and sets forth guiding principles for conditions work, offers an assessment instrument for on-site inspections of juvenile facilities, and outlines the essential elements for success in this work. Copies are available at no charge from the Annie E. Casey Foundation, (410) 547-6600 or at www.aecf.org.

“Punitive Juvenile Justice Policies and the Impact on Minority Youth,” by Michael Finley and Marc Schindler, *Federal Probation: Centenary of the Juvenile Justice System*, Volume 3 LXIII, Number 2 (December 1999). A review and analysis of recent “get tough” legislation

and its effect on youth of color. Ten dollars. Available from the Superintendent of Documents, P.O. Box 371954, Pittsburgh, PA 15250-7954 or by telephone at (202) 512-1800.

“Mental Health Issues Facing Adolescents in the Juvenile Justice System: Part I: The Lack of Mental Health Resources,” by Marc A. Schindler, AACAP News, A Publication of the American Academy of Child & Adolescent Psychiatry, Volume 30, Issue I, (January/February 1999), pp 10-11; *Part II: Prosecution of Juveniles as Adults*, Volume 30, Issue 2, (March/April 1999). A two-part discussion of major mental health issues for adolescents in the juvenile justice system following up an address by Mark Soler to a meeting of the American Medical Association’s Coalition on Adolescent Health. Part I explores the lack of mental health resources and services for youth in the system, and Part II discusses the mental health impact of increased prosecution of juveniles as adults (and consequent incarceration of youth in adult jails and prisons). For each issue the scope of the problem is discussed, its components analyzed, and recommendations made for future research and reform efforts. To order this publication, contact the American Academy of Child and Adolescent Psychiatry, 202/966-7300 or www.aacap.org.

BUILDING BLOCKS PUBLICATIONS

To date the first and second of a series of five major reports that will be published in 2000 by *Building Blocks for Youth* have been released:

“The Color of Justice: An Analysis of Juvenile Adult Court Transfers in California,” co-authored by Dan Macallair, MPA, and Mike Males, PhD, is a study that shows that African American, Latino and Asian American youth in California are significantly more likely to be transferred to adult court and sentenced to incarceration than white youths who commit comparable crimes. The report provides detailed information, charts and analyses that lead to the conclusion that youth of color are 2.5 times more likely than white kids to be tried as adults, and 8.3 times more likely to be incarcerated by adult court.

“And Justice for Some: Differential Treatment of Minority Youth in the Juvenile Justice System” by Eileen Poe-Yamagata and Michael A. Jones. While public attention has tended to focus on the disproportionate number of minorities in confinement, minority overrepresentation is often a product of actions that occur at earlier points in the juvenile justice system, such as the decision to make the initial arrest, the decision to hold a youth in detention pending investigation, the decision to refer a case to juvenile court, the prosecutor’s decision to petition a case, and the judicial decision and subsequent sanctions. This report presents detailed research and has gained massive national attention that has informed and enlivened nationwide discussion of this issue.

These reports are available on the Building Blocks website,
(www.buildingblocksforyouth.org)

UNSUNG HEROES

As Youth Law Center staff travel the country working on various issues facing children, they encounter some extraordinary individuals who are working tirelessly to protect disadvantaged and at-risk youth and improve their futures. We honor the following “Unsung Heroes” for their extraordinary contributions.

Rebecca Carabez, PHN, public health nurse in San Francisco, for her extraordinary efforts to promote better health and mental health services for California’s foster children.

“Rebecca has been the moving force behind a statewide collaboration of child welfare and public health professionals working to ensure that foster children receive appropriate services.”

Cindy Domingo, Legislative Assistant to Larry Gossett, County Councilman for King County (Seattle), Washington. For her work on shepherding the Building Blocks work in Seattle.

“Without her we would be nowhere.”



Yvonne Guillory with her children, Melissa and Josie

Yvonne Guillory, grandmother/adoptive parent, for the example she sets for other kinship caregivers by adopting her grandchildren.

“Ms. Guillory is living proof of the benefits of adoption over foster care. In taking the difficult step of adopting her grandchildren, she has brought permanency, security and independence into their lives.”

Pat Haley, State Representative, District 21, South Dakota, who has been very active in speaking out against abuses in the facilities there.

“He championed juvenile justice issues in South Dakota when he was virtually a lone voice in the wilderness.”

Nursing Staff at Alta Bates Hospital, Berkeley, California, for their extraordinary devotion and loving kindness in caring for Loren Warboys and all of the other patients in the oncology ward.

Betty Ajero
Rosario Alarcon
Connie Armerding
Kathy Berg
Dianna Benavidez
Michelle Cala
Myra Castro
Jose A. Cortes
Pam Davis
Liz Davlin
Heidi Dean
Jocey Dilag
Cris Frazier
Cecilia Garcia
Nicole Greenhouse-Poles
Cathy Griffin
Adelaida Guerrero
Liz Guitierrez

Allison Hanson
Corrine Hauger
Joshua Hayes
Carol Holliday
Alexandra Iliescul
Mari James
Duton Jeboda
Martha Johnston
Mari Kalishock
John Leong
Barbara Lopez
Paul Mariano
Mona Mashy
Dorothy Mboya
Cathy McCall
Carol McMurray
Michelle Miller
Nancy Nachtweih

Dorus Ng
Michael Nixon
Viviana Nunez
Linda Pickering
Ummara Pirom
Francisco Potato
Stephanie Russell
Michael Ryder
Gretchen Seccombe
Claudia Shafer
Carrie Smalley
Josey Summer
Jill Van Os
Nancy Velasco
Hanh Vu
Felicia Williams
Linda Zercherr

“They showed such compassion, humor and genuine caring, not only in taking care of Loren but also in helping his family and friends cope with the tremendous grief and loss of his passing.”

Parents Who Care Coalition of South Dakota, a true grass-roots coalition of parents, for their work, against great odds, in organizing and advocating on behalf of children incarcerated in South Dakota’s juvenile corrections facilities.

“Their courage and perseverance are helping to bring about important changes that will improve the futures of many young people in South Dakota.”

John P. Rhoads, Chief Probation Officer, County of Santa Cruz Probation Department. For his work on crowding and disproportionate minority confinement in Santa Cruz.

“His leadership has been courageous and vigorous.”

Amaryllis Watkins, of the Los Angeles County Department of Children and Family Services, for her extraordinary efforts in developing the Family to Family, Home Connection and Medically Fragile Programs in Los Angeles.

“She has made enormous contributions in helping to care for the neediest young people in the child welfare system.”

BOARD OF DIRECTORS

The Youth Law Center is fortunate to have the guidance and support of a dedicated Board of Directors who represent various segments of the community.

Thomas A. Welch, Chairman

Senior Partner (retired)
Brobeck, Phleger & Harrison
San Francisco, California

Christopher M. McLain, Secretary

Senior Vice-President and General Counsel
Sequoia Associates, LLC
Menlo Park, California

Valerie D. Lewis, Treasurer

Senior Attorney
Legal Division
Safeway Inc.
Pleasanton, California

Kenneth A. August

Partner
Deloitte & Touche, LLP
Los Angeles, California

Michael J. Dale

Professor of Law
Nova Southeastern University
Shepard Broad Law Center
Fort Lauderdale, Florida

Sam Figler

Director of Business Development
Yahoo!
Santa Clara, California

Howard F. Fine

Partner
Baker & McKenzie
San Francisco, California

Susan Green

Partner
Ring & Green
Los Angeles, California

Courtney Phleger

Attorney
San Francisco, California

Lindbergh Porter, Jr.

Partner
Allen, Matkins, Leck, Gamble & Mallory
San Francisco, California

Sterling (Terry) Ross

Partner
Robb & Ross
Mill Valley, California

Howard M. Talenfeld

Partner
Colodny, Fass & Talenfeld, P.A.
Fort Lauderdale, Florida

Robert A. Thompson

Partner
Sheppard, Mullin, Richter & Hampton
San Francisco, California

Reverend Wayne Thompson

Pastor
First Baptist Institutional Church
St. Petersburg, Florida

WE ARE PLEASED TO INTRODUCE THREE NEW BOARD MEMBERS WHO
 JOINED THE YOUTH LAW CENTER IN 1999



“Before I became a lawyer I was a caregiver for abused, neglected and drug-exposed infants and toddlers. The primary reason for my entering the legal profession was that I saw decisions being made for these children by people who really didn’t know anything about them, and I wanted to help. I now represent children in abuse and neglect actions and am gratified that I am able to directly affect a few kids on a personal level. But I see systemic problems every day, reflected in children who are not receiving the help and support they need. The Youth Law Center has a much broader impact than I am able to make, and whether it’s establishing a new program or winning a legal battle, I can see the positive results of the Center’s work in the lives of my young clients.”

Courtney Phleger

“Using the legal system to help disadvantaged children makes great sense - we have laws to protect children but, for a variety of reasons, they are not always observed. The kind of leverage wielded by the Youth Law Center is unique in child advocacy. With a system-wide approach, the YLC is able to help large numbers of children toward a better future, and I am glad to have the opportunity to help and support this important work.”

Sam Figler



“I have two wonderful children of my own. It both saddens and frustrates me that there are thousands of children in Los Angeles alone who don’t have what we consider the most basic necessities of childhood: a secure home and the love and commitment of parents and family. Instead, many of these children face abuse, suffering and hopelessness. We each need to do what we can to help. By working with the Youth Law Center I feel that I can be part of the solution.”

Susan Green

STAFF

SAN FRANCISCO

Carole B. Shauffer, Executive Director. Carole has been with the Youth Law Center for 21 years, as a staff attorney from 1979 to 1994, and since as Executive Director. Carole is a national leader in child welfare reform and currently heads a number of child welfare-based projects, including Permanency Planning, Kinship Adoption, the Casey Family-to-Family Initiative, Faith-Based Communities, Foster Youth Empowerment, and Community-Based Foster Care. She is lead counsel in our California child welfare litigation and often works with legislators and their staffs in helping to develop effective legislation in child welfare policy. She has done groundbreaking work, particularly in Los Angeles County where the country's largest number of foster children reside, in developing community-based foster care services. Carole supervises all financial, legal and administrative aspects of the organization and works with the Board of Directors to formulate organizational policy.

James R. Bell, Staff Attorney. James has been with the Youth Law Center since 1980. He currently heads the "Model Minority Programs" project and the Decision Making part of the Building Blocks project in Seattle, Washington, and Watsonville, California. He serves as lead counsel in our litigation in Kentucky and Louisiana. Recently he has been part of the Juvenile Detention Alternatives Initiative, the Due Process Project, the Crowding Project, and the Juvenile Court Training Project. James also works with Native American tribes around the country to review and formulate effective juvenile justice policies, and has worked with the newly emerged government in South Africa to assist in the development of juvenile justice policies. He has special expertise in alternatives to incarceration, tribal justice, disproportionate minority overrepresentation, youth violence, international human rights for children and conditions of confinement for juvenile offenders.

Susan L. Burrell, Staff Attorney. Sue joined the Youth Law Center in 1987. She works primarily on juvenile justice issues and conditions of institutional confinement. Recently, she published "The Human Impact of Crowding in Juvenile Detention," in the *Journal for Juvenile Justice and Detention Services*, and co-authored two monographs, "Crowding in Juvenile Detention Centers: A Problem-Solving Manual," and "Working Together: Building Local Monitoring Capacity for Juvenile Detention Centers." She serves as our lead counsel in litigation over conditions in Denver's juvenile detention center, and is co-counsel in *Nick O. v. Terhune*, involving special education services at the California Youth Authority. Sue has worked on health issues for poor children, and was co-counsel in litigation securing Medi-Cal coverage for dental sealants. She worked on the Juvenile Detention Alternatives Initiative and is currently part of the Due Process, Overcrowding, Building Blocks and Health Care in Detention projects. Over the past year she was a statewide leader in efforts to educate the public about the detrimental effects of Proposition 21, the "Wilson Initiative," which mandated harsher penalties for juvenile offenders. Having worked, before joining Youth Law Center, as an appellate and training attorney for Los Angeles public defenders representing juveniles, Sue has a particular interest in securing effective representation for youth in the juvenile justice system.

Maria F. Ramiu, Staff Attorney. Maria joined the Youth Law Center in 1992. She works on a variety of the Youth Law Center's child welfare and juvenile justice reform activities. Maria's work has included advocacy, training and technical assistance relating to reasonable efforts, permanency planning, special education, conditions of confinement, youth in adult courts, service coordination, and girls in the juvenile justice system. In addition, she serves as co-counsel on several of the Center's cases to improve the safety, health and welfare of children in foster care and juvenile justice institutions. Maria is part of the Building Blocks, Juvenile Court Training, Permanency Planning, Faith-Based Communities and Kinship Adoption Projects. She has a particular interest and expertise in issues related to race, gender and disability facing youth in the juvenile justice and child welfare systems.

Shannan L. Wilber, Staff Attorney. Shannan has been with the Youth Law Center since 1992. She has worked on a number of different cases and projects, including the Juvenile Detention Alternatives Initiative, the EPSDT Implementation Project, Health Care in Detention, Juvenile Court Training Project and Kentucky litigation. As part of the Building Blocks Initiative, Shannan is working on a project concerning the privatization of juvenile justice facilities. She is lead counsel on the Orange County child welfare litigation and staffs the Foster Youth Empowerment Project. She is currently developing projects to improve representation of children in dependency proceedings and to improve services to very young children in the child welfare system. She also has special interest and expertise in issues facing gay and lesbian youth.

Virginia Van Zandt, Director of Development. Virginia joined the Youth Law Center staff in 1988 and directs the organization's fundraising activities. She works with Center staff attorneys to develop project proposals, writes and edits grant proposals and reports, creates mail appeals, and writes and edits the organization's newsletter, annual reports and other descriptive materials. Virginia develops grant budgets, as well as the organization's annual income and expense projections. She leads workplace giving efforts and is a registered speaker for United Way kickoffs and other events. Virginia also works with the Board of Directors on fundraising activities and directs special events.

Mamie B. Yee, Paralegal. Mamie joined the Youth Law Center in 1978. She provides paralegal support to staff attorneys in litigation projects and other related activities. Mamie also participates in inspection tours of juvenile facilities and provides training and technical assistance to attorneys and others working on juvenile justice issues. She arranges training programs and other events, maintains the organization's archives, reviews law clerk, fellowship and volunteer applications, and responds to requests for information and referral. Mamie also maintains the Youth Law Center's website.

Bonita Butler, Administrator. Bonita joined the Youth Law Center staff in 1978. She administers employee benefit programs and payroll, tracks and reports on grant expenditures, prepares periodic financial reports, manages accounts receivable and payable, directs the Youth Law Center's annual audit, and manages investment account funds.

Robin Bishop, Legal Secretary. Robin joined the Youth Law Center staff in 1987. She provides secretarial support to the executive director, staff attorneys and director of development. She also maintains the Center's grant reporting calendar, arranges meetings and conferences, and does computer design and layout for the organization's newsletter, annual report and other publications. Robin also provides staff support to the Board of Directors.

Christine Montgomery, Legal Secretary. Christine has been with the Youth Law Center since 1983. She provides secretarial support to the managing director and staff attorneys and manages publication orders. In addition, she processes donations and provides secretarial support for organizational mailings. Christine also arranges meetings and conferences, maintains office supplies and equipment, and manages the organization's databases and mailing lists.

Joy Warren, Legal Intern. Joy is a third year law student at Yale University and a former legislative analyst for the Youth Law Center. She is a former foster youth and has also worked with the California Youth Connection. Joy is working on several Youth Law Center projects, including a video, "Voices of Foster Youth," that will be used to educate social workers and others on the experiences of children in the system.

WASHINGTON, D.C.

Mark I. Soler, President. Mark has been with the Youth Law Center since 1978, serving first as a Staff Attorney, then as Executive Director until 1994 when he became President and opened the Center's Washington, D.C. office. He is a nationally recognized leader in juvenile justice reform and has led litigation efforts in the removal of children from adult jails and improvement in conditions of confinement for young people. He is currently working on litigation in Louisiana and South Dakota over conditions of confinement, and with juvenile justice personnel, community groups and advocates in Maryland and Virginia to improve juvenile justice policies and conditions in those states. Mark monitors federal legislation and is often asked to testify and provide information to members of Congress, federal agency administrators, and their staffs. He maintains contact with other national juvenile justice advocates and hosts Washington's Juvenile Justice Roundtable. He works on a number of other Youth Law Center projects, including the Building Blocks for Youth initiative on behalf of youth of color in the juvenile justice system, which he coordinates; the Juvenile Court Personnel Training Project; the Due Process Project to develop a national juvenile defender training center; the Juvenile Detention Alternatives Initiative; and the Youth Law Center Capacity-Building Project. He has also done international juvenile justice work with Amnesty International. Mark consults with a number of foundations in the formulation of policies and initiatives and is responsible for generating major funding for the Center. He directs activities in the Washington office and also works with the Board of Directors to formulate organizational policy.

Marc Schindler, Staff Attorney. Marc joined the staff of the Youth Law Center in 1997. He is currently working on various juvenile justice projects, including Building Blocks for Youth, the Juvenile Court Training, and Overcrowding Projects, and the Juvenile Detention Alternatives Initiative. Marc is also working on child welfare litigation in Broward County, Florida, and on juvenile justice advocacy and litigation in Louisiana, Maryland, Virginia, Kentucky, South Dakota and Florida. He works with Mark Soler in monitoring federal legislation and providing information on juvenile justice issues to legislators and their staffs as well as the media. Prior to joining the Youth Law Center, Marc worked as a public defender representing children in Baltimore's juvenile court.

Michael Finley, Soros Justice Fellow. Michael joined the Youth Law Center in 1999 on a fellowship sponsored by the Open Society Institute. He is part of the constituency building component of Building Blocks for Youth Project, working with organizations such as the NAACP, the NAACP Youth and College chapters, the League of United Latin American Citizens, the National Urban League, and the National Bar Association to address and develop solutions to the overrepresentation of youth of color in the justice system on the national and local levels. He is also working with Marc Schindler and Mark Soler on conditions of confinement litigation in South Dakota.

Terry HARRAK, youth advocate. Terry joined the Youth Law Center in March 1999 after meeting Carole Shauffer at the White House summit for transitioning foster youth. Terry was one of the keynote speakers to address the First Lady and other attendees on the needs of foster youth as they transition toward independence. She was recently invited back to the White House for the signing of the Foster Care Independence Act of 1999. She is currently working with the Child Welfare League of America on the Youth Involvement Initiative sponsored by the Annie E. Casey Foundation, and is developing a video representing the voices of foster youth.

LOS ANGELES

Tania Bowman, Special Project Attorney. Tania, who joined the Youth Law Center in 1998, works in the Los Angeles area where she, along with Carole Shauffer, staffs the Kinship Adoption Project. As part of this concentrated effort to educate relative foster parents about the benefits of adoption and other permanency options, Tania speaks at meetings, conferences and classes. She is also a member of the Department of Social Services working group in Sacramento and helps to monitor relevant legislation, recently working on recommendations on Assembly Bill 1906, the Kinship Gap Program. Tania is currently offering training and assistance services on KinGap and Adoption Assistance to legal services providers in California.

Mia Thompson, Special Project Attorney. Mia is a licensed attorney with a masters degree in education and counseling. She practiced law in Los Angeles for four years prior to joining Faith Communities for Families and Children. Her interests include reading and working with young people.

Berisha Black, Administrative Assistant for Faith Communities for Families and Children Project. Berisha is a former foster youth who is helping to organize this project in Southern California and assisting with outreach to youth groups.

FINANCIAL REPORT

(October 1, 1998 through September 30, 1999)

INCOME

Grants (Foundations, corporations, government)	\$ 1,804,443
State Bar of California	124,162
Contributions (individuals, law firms, businesses)	105,973
Reimbursed Litigation and Program Travel Expenses	45,530
Attorney Fees	155,729
Interest Income	29,771
Other Income	12,081
TOTAL INCOME	\$ 2,277,689

EXPENSES

Salaries and Fringe Benefits	\$ 1,175,548
Program Travel and Expenses	224,630
Litigation	46,417
Fundraising	11,217
Pass-through Funds to Program Consultants and Other Organizations	622,778
Office Overhead and Expense	220,312
Miscellaneous	21,979
TOTAL EXPENSES	\$ 2,322,881

FUND BALANCE (45,192)

FUNCTIONAL SUMMARY

Program	92%
Management and General	6%
Fundraising	2%

Note: Figures shown are from our audited financial statement for FY 1998/99. Copies are available upon request.

FINANCIAL PROJECTIONS

(October 1, 2000 through September 30, 2001)

INCOME

Grants (Foundations, corporation, government)	\$ 2,077,464
State Bar of California	122,500
Contributions (individuals, law firms, businesses)	167,500
Interest Income	25,000
Other Income	10,000
TOTAL PROJECTED INCOME	\$ 2,402,464

EXPENSES

Salaries and Fringe Benefits	\$1,342,717
Program Travel	190,000
Litigation Expense	60,000
Pass-through Funds to Consultants and Other Organizations	895,000
Office Overhead and Expenses	318,300
Miscellaneous Expenses	50,500
TOTAL PROJECTED EXPENSES	\$ 2,856,517
<i>BALANCE TO BE RAISED FROM FOUNDATIONS CORPORATIONS, LAW FIRMS AND INDIVIDUAL</i>	<i>\$ 454,053</i>

The Youth Law Center is grateful to the contributors who make our work possible:

FOUNDATIONS

Advanced Micro Devices
Annie E. Casey Foundation
Edna McConnell Clark Foundation
Edward Joseph Daly Foundation
Ford Foundation
Richard and Rhoda Goldman Fund
W. T. Grant Foundation
James and Charlene Harvey Foundation
Walter S. Johnson Foundation
The MacArthur Foundation
Alexander M. & June L. Maisin Foundation of the Jewish
Community Federation's Endowment Fund
Center for Crime, Communities and Culture
of the Open Society Institute
Rockefeller Foundation
Sobrato Family Foundation
Stuart Foundation
Morris Stulsaft Foundation
Transamerica Foundation
Bernard and Alba Witkin Charitable Trust

LEGAL ASSOCIATIONS

IOLTA (Interest on Legal Trust Accounts) Program
of the State Bar of California
Equal Access Fund of the State Bar of California

GOVERNMENT

Office of Juvenile Justice and Delinquency Prevention of the
U. S. Department of Justice
Bureau of Justice Administration (BJA) of the U. S.
Department of Justice

LAW FIRMS, CORPORATIONS & BUSINESSES

Baker & McKenzie
Brobeck, Phleger & Harrison
Colodny, Fass & Talenfeld
Community Funds, Inc.
Farella, Braun & Martel
Give Something Back
Human Systems & Outcomes, Inc.
Kazan, McLain, Edises, Simon & Abrams

Knobbe, Martens, Olson & Bear, LLP
The Men's Wearhouse
Rosen, Bien & Asaro
Safeway Inc.
Shartsis, Friese & Ginsburg, LLP
StanCorp
Wilson, Sonsini, Goodrich & Rosati Fdn.
Yahoo!

GUARDIAN ANGELS

(\$1000+)

Thomas Borman
George Bremer
Cheryl Poinsette Brown
Peter and Elaine Bull
Douglas P. Feick
Sam Figler
Howard F. & Carol M. Fine
Tamar Fruchtman
Michael R. Haswell
Kesa Kivel
Larry & Michelle Kosick
Valerie D. Lewis
Christopher M. & Barbara McLain
Drs. Kate & Andrew Mecca
Jeremy Ring
Sterling Terry Ross
Maxine Rosston (*In memory of Edward W. Rosston*)
Jon Sobel
Donald Spoto
Edmund C. Taylor
Thomas A. & Ann Welch

CHILDREN'S CHAMPIONS

(\$500 to \$999)

Kenneth A. & Patricia S. August
Jesse S. Brandt
Ivor D. Groves, Ph.D. & Ray Roster
Ken Held
Brian Levant & Alison Logan-Levant
Iris Litt
James H. Moore, Jr.
Courtney and Peter Phleger
Ann Rosewater

Daniel Schindler & Gaydell Young
 Edith Shauffer
 Edmund C. Taylor
 Rev. Wayne Thompson

LIFE PRESERVERS

(\$250 to \$499)

Roberta B. Auerbach
 Scott H. Dunham & Barbara J. Eliades
 Barbara S. Greenspan
 Bill Heffernan
 Timothy Meltzer
 Robert A. Thompson
 Stephanie F. Timmerman

HELPING HANDS

(\$100 to \$249)

Judith Babbits/Elliot E. Maxwell
 Allen Breed
 Brobeck, Phleger & Harrison
 Marvin & Betty Borman
 Hamilton W. & Elaine W. Budge
 Mitchell Cohen
 Gerald P. Digre
 John & Geraldine Dunn
 Mitchell Evall & Dana Perel
 Leon Alex Trevor Farley
 Mike Farrell
 Mrs. Andi Feinberg
 Melvin Flyer & Joan Casserly
 Steven R. Forness
 Pia Frutos
 William & Carolyn Greene
 Max & Mary Gutierrez
 Maria Hernandez-Perez
 Erik & Beth Hoogerhuis
 Walter & Helga Horn
 William & Brenda Irwin
 Linda Isley
 Diana Jackson
 Dr. Albert & Lois Kadosh
 Paul & Carla Lerman
 Barry & Diane Levy
 Edwin Nadeau
 George Oleyer
 Holly Polito
 Joseph H. & Courtney Price
 Laurel P. Quarles
 James & Florine Sikking
 Tom & Susan Smegal, Jr.
 Mary Territo
 Ross & Janet Thompson

Jay Tom
 William E. & Dorothy W. Trautman
 S. Chandler Visher & Deborah de Lambert
 Jamye Boone Ward
 Patricia Wack
 Walden Community School, Inc.
 Michel & Susan Willey
 Maurine Watkins

SUPPORTERS

Cathy Bazner
 James Bell & Sonia Blackman
 Ken Berrick
 Robert & Marilyn Borovoy
 Margaret Brodtkin
 Joseph L. & Kyong H. Brotherton
 Nelson and Muriel Burstein
 Virginia Cantillo
 Jane Cassedy
 Sidney & Rose Closter
 Ila Cole
 John & Jobyna Dellar
 Betty A. DeVine
 George & Marion Duerr (In honor of Ken Berrick)
 Honorable Leonard Edwards
 Burt Feuerstein & Janet Shalwitz
 Richard Snead & Margaret M. Gerrity
 Alan & Renee Goldhammer
 Judi Goloff
 Pamela Graham
 James K. Green, Esq.
 Edna K. Henley
 Bruce Jones & M. Sullivan
 Barbara Susan Knight Lees
 Marie & Jeffrey Liss
 Mary Ann Mason & Paul Ekman
 Thomas Matthews & Ann Rieger Matthews
 Archibald & Kay Murray
 Christine Pagano
 Carol Larsen & Mr. Steven Parnes
 Mr. & Mrs. Michael Phleger
 Robert & Julia Shepherd
 Judith & Jonathan Souweine
 Victor L. Streib & Lynn Sametz
 Eileen Subak
 Jeannette Rucci & Jeffrey Lewis
 Mark F. Terry
 B.N. Verhalen
 James D. Weill
 David & Sharon Weitzenhof
 Marvin Wexler

LOREN WARBOYS MEMORIAL FUND

Established in memory of Youth LawCenter Managing Director Loren Warboys, this fund will be used to assist promising law students who wish to pursue a career in the public interest. Loren's wife, Susan Bloom, joins us in thanking the following donors.

Salvador D. and Marilyn Baca
Michael A. Bailin
 Edna McConnell Clark Foundation
Andrea Lynn Biren and Richard Beal
Edna Bloom
Dr. and Mrs. Philip Bloom
Alice Bussiere and Tom Weathered
Michael Canar
Michelle Carter
Bill Crout
Carla Jo Dakin
Michael J. Dale and Nancy R. Knutson
Gertrude E. Davis and Jean B. Watts
Teresa Demchak
Dan DeVries and Chris Zupanovich
Sheryl Dicker and Norman H. Stein
Peter Digre
Earl Dunlap
 National Juvenile Detention Assn.
John J. and Geraldine Dunn
Martin D. and Pamela K. Edel
Douglas P. Elliott
Sam Figler
Renee Franken
Loretta M. Giorgi
Judith Glendinning
Zachary and Benjamin Glickstein
Renee and Alan Goldhammer
Adele S. Grunberg and Kenneth A. Nellis
Toni Hafey
David W. Hamilton
 Association of California State Attorneys
 and Administrative Law Judges
Shain Haug
Paul M. and Martha B. Hogan
Claire and Clarence Kay
Jennifer Krebs and Amy Oppenheimer
Barry Krisberg
 National Council on Crime and Delinquency
Jeff Lewis and Jeanette Rucci
Alton Lick and Edward Loughram
 Council of Juvenile Correctional Administrators
Janet E. Lyons

Thomas McConnell
Ellen and Harold McElhinny
Christopher and Barbara McLain
Hon. Tomar Mason
Richard A. and Mildred M. Moon
Barbara D. Moore
Douglas Nelson and Bart Lubow
 Annie E. Casey Foundation
Michael Nelson
Marjorie J. Pape
Steven W. Parnes and Carol Larsen
Richard M. Pearl
Bonnie Powers
 Valley Spokesman Touring Club
Judith Richardson
Herbert M. and Margarita Rosenthal
David W. Roush
Rob Rutherford
Nancy Salzman
Edward John Schmidt
Kenneth Schultz
 Co-Operative Cleaning Company, Inc.
Edith Shauffer
Steven R. Shapiro
Amal A. Fakhro-Smith and Richard A. Smith
Joseph L. Spaeth
John Sparks
Carole Telfer
 Los Angeles Learning Disabilities Association
Betsy Temple
Paul Tjogas and Debbie Underwood
Valerie Vanaman
 Newman Aaronson Vanaman
Virginia Van Zandt and Jim Bruen
Michael S. and Johanna H. Wald
Michael L. and Robert M. Ward
Tom and Ann Welch
Gerald & Geraldine Winerman
Joel Zwick

VOICE OF HOPE GOLF CLASSIC

A special thank you to donors and participants at the Youth Law Center's annual Voice of Hope Golf Classic held in Fort Lauderdale, Florida.

Maria & Alessandro Abate
Marilyn Adams & John Farie
Agency Brokerage Corp.
M. Alfieri
American Maritime Officers
Arthur Andersen
Associated Financial Consultants
Cecil & Marcia Beach
Wendy Beck
E. W. Blanch Co.
The Buchanan Group
Michael J. Campanile
Colodny, Fass & Talenfeld
Commonwealth Land Title
Rebecca Ann Cox
CT Wholesale Company, Inc.
Kimberly S. Cussen
DeSoto Insurance Co.
Gerald P. Digre
Family & Child Solutions
Family Central, Inc.
Eli & Andi Feinberg
Florida Insurance Council
Michael Flynn
Dr. Lee Friedel
Dean & Valarie Fulton
Ben & Arlene Goldberg
Penny Grant, M.D.
Gulfstream
HANDY, Inc.
Hoffman & Hoffman
Human Systems & Outcomes
International Sales Group
Samuel S. Israeloff
Jewish Adoption & Foster Care
Kluger, Peretz, Kaplan
Kids in Distress
Stuart & Mindy Leeman
Barbara Susan Knight Lees
Alan & Marsha Levy
Levy & Associates
Beth E. Linzner
Al Maloof & Associates
Massave Products
Massry Charitable Foundation
Barbara Miller
Joel Mintz & M. Rochelson
Andrea Moore
J.P. Morgan
National Adjustment Corp.
Grace A. Noethen
Ronald & Ami Numes
Susan M. Paszko
Phoenix Treatment Serv.
William Poe, So. Family Ins. Co.
Policy Management Systems Corp.
Casey Portnoy & K. Wusterbarth
Colodny, Fass & Talenfeld
Procacci Commercial Realty
Project Teamwork
Paul & Karen Salver
Ruth & Richard Shack Family Fund
Andrew & Gayle Siegel
Sobel, Hunter, Glackman & Sobel
Leonard A. Solomon
South Palm Beach County Ins. Agents
Southeast Medical Health Insurance
Christina A. Spudeas
Mitchell Stern & Lucy Cohen
Doris B. Stiles
Stanley Tate Builder
Thaw Gopman & Associates
Totalbank
Triangle Sport Headwear Co.
Tricom Pictures
Underwriters Guarantee Insurance
Union Planters
U. S. Real Estate Corp.
Visual Ideas of Florida
Wackenhut Corp.
Walden Community School
Jack D. Warner
We-B-Joy
Mark & Diane Weisman
Frank Wolland

WORKPLACE DONORS 1999-2000

APL Limited
Brobeck, Phleger & Harrison
Bruce A. Adkins
Heathe Allemandi
Cristina L. Apigo
Diori Archer
Kenneth A. &
 Patricia C. August
Henry Ayers
Vickie L. Babineaux
Tyler W. Bailey
Carlos S. Bascara
G.I. Bass
Marie J. Berndt
Grima Biresaw
Jason P. Bleichwehl
Robyn R. Bolling
Brooke L. Bonno
Jamila F. Booker
Daniel J. Boyer
Jesse S. Brandt
Latonya Brown
Peggy Brown
Heather L. Burke
Rodreka Bynum
Daisy Cabig
Yvette D. Chambers
Mitchell S. Cohen
Keith G. Collins
Tiffany Comstock
Bruce Cooke
Gail Crawford
Farella, Braun & Martell
Zachary A. Crawford
Paul Czekanski
G.M. Darden
John H. Davis, Jr.
Diane M. Dileira
Tracie M. Dixon
Melvin R. Dorner
Bonnie J. Eareckson
Connie Edson
Earl Elenbaas
Carrie M. Escarrega
La Mar A. Evans
Phyllis M. Ewing
Michael D. Fifer
Shane Fleming
Amy Fong
Melissa A. Forde
Jason Franks
Trinette L. Fuller
Carrie A. Funk

Deborah Galindo
Matthew P. Genovese
Doris Gilbert
Doris F. Gilbert
Ricardo Gojara
Johanna Gutierrez
William L. Harden
Michael G. Hart Jr.
Gary M. Henderson
Nicholas Henderson
Belinda Hernandez
Maria Hernandez-Perez
Fredilina Higa
Richard Holbert
Barry & Donna Homer
William R. Horner
Christian W. Horvath
Carolyn A. Howard
Jeffrey S. Huntington
Lourdes M. Jenkins
Andre Johnson
Avaray Johnson
Eddie C. Johnson
John R. Johnson
Marcy L. Johnson
Stephanie Johnson
Jeremy T. Jones
Kristina E. Kardum
Chauncey Killebrew
Barry J. Lacayo
Lily Leung
Mary G. Light
Allan J. Lindrup
Cheryl Lindsey
Phyllis J. Lloyd
Casey R. Maass
Christopher MacAluso
Myra R. Mayfield
Anthony W. McCloud
Bobby L. McCray
Cheryl McIntyre
Cheryl M. McIntyre
Myriah S. Mears
David Meisenburg
S. Mercado
Christina Miller
Sheila A. Moore
James H. Moore, Jr.
Kristalyn R. Murray
Stephanie M. Mutialu
Sara Nabi-Cadwell
M. Park
Debra J. Parr
Lynne Parsons
Dawn Patterson
Julie Perkins
Cora A. Perry

Can C. Pham
Anapaula V. Policarpo
Holly Polito
Rochelle Ramsey
David R. Recotta
Sharon A. Reed
Wanda T. Rindall
B.A. Robinson
Deanonda Robinson
Senetha A. Robinson
Stephen Robinson
Carmen Rodriguez
Katherine Rodriguez
Shawn O. Rodriguez
Elayne Rogers
Lisa Romero
Maxine Rosston
Karen A. Roxburgh
Susan H. Sanborn
John J. Sargent
Michelle C. Schafer
Hoibe Scholz
Jennifer Scott
Frederica Seabrook
Brian M. Shea
Crystal A. Shelton
Doreen Smith
Courtney L. Snyder
Steven R. Sorenson
Hart H. Spiegel
Richard H. Stephan
St. Pierre A. Susalita
Melissa Tero
Antoinette Thomas
Jamie J. Thomason
M.J. Thompson
Stephanie F. Timmerman
Joy Tom
Jose E. Torres
Virginia C. Trader
Steve Tristan
Silvia Navarro Vallesillo
Araceli Villegas
Maurine Watkins
Mary C. Watts
King J. Whetstone
James White
Marilyn J. Wilber
Angela Williams
Angelavette Williams
Barbara A. Willis
Joel C. Wilson
Elizabeth Wright